

You Can Not Be Punished For Insisting On Job Safety And Health In Your Workplace

You as a Michigan worker have the right to a safe and healthful workplace - **it is the law!**

Under the MIOSHA Act (Michigan Occupational Safety and Health Act.), Section 65, you cannot be punished or discriminated against for:

- Complaining to your employer, other workers, employee group representatives, or any governmental agency concerning job safety and health hazards.
- Participating in a MIOSHA inspection, conference or meeting- (as a participant or as an employee representative).
- Refusing to operate equipment or engage in a process that has been tagged by MIOSHA as being "imminent danger."

Your employer cannot punish or discriminate against you for utilizing your safety and health rights by such action as firing, demotion, layoff, loss of seniority, wages or benefits, transfer to another shift or undesirable job, threaten you or harass you.

Your employer cannot use something you have done wrong as an excuse for punishing you, when the real reason is for exercising your rights under MIOSHA.

And if your employer knows that a number of workers are all doing the same thing wrong, you may not be legally singled out for punishment as a result of a safety and health complaint.

If you believe you are being punished or discriminated against, contact us within 30 days of the alleged discriminatory act. We will investigate and can possibly take action to restore your job and any lost benefits.

To contact us, write or call:

MIOSHA
Michigan Department of Labor &
Economic Growth
Employee Discrimination Section
24155 Drake Road
Suite 213
Farmington Hills, MI 48335-3168
(248) 888-8777
www.michigan.gov/miosha

